

~~SECRET~~

4. There was---is necessary. There was also---problem case. In other instances, however, it could---taken in beginning to deal with a personnel problem, and in still other instances it represented a groping by management for a solution to a problem which will remove the onus from management. This implies a need to define the problem: is it in fact a medical problem or is it a personnel management problem, e.g., mis-assignment? As a possible way of dealing with this C/AES described to the group a procedure called either an "intake" or "referral" interview which is used by AES. This involves a discussion between an AES psychologist and officer requesting an intensive assessment to determine whether an assessment is in fact necessary or whether the question(s) might be answered through a more "economical" means. The group felt that such an additional step might---effective, joint OMS/management approach ---evaluations. (Omit next sentence) The application of the intake interview concept by OMS prior to OMS initiation of action on a Fitness for Duty request to determine the appropriateness of the request and to gain as much detailed information as possible before the actual evaluation process begins was discussed.

5. As a proposal---constituted. This committee---). This committee---meeting. The committee---(a.)---duty (b.)---component. Along this line C/AES suggested more use be made

~~SECRET~~

~~SECRET~~

of AES facilities in cases where the problem was largely a management one rather than a medical one. Thus such other action (b) might be an assessment by AES as a basis for advice and guidance to the Office of Personnel or the respective component concerning the placement/utilization/management of the individual. Such an approach would add positive/constructive tone to the Fitness for Duty concept.

~~SECRET~~